

Coming Out: Challenges and Rewards

presented by

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Coming Out: Challenges and Rewards

com·ing-out (kmng-out) also coming out
n.

1. A social debut.
2. A revelation or acknowledgment that one is a gay man, a lesbian, a bisexual, or trans

Coming Out:

Why is it Anyone Else's Business at Work?

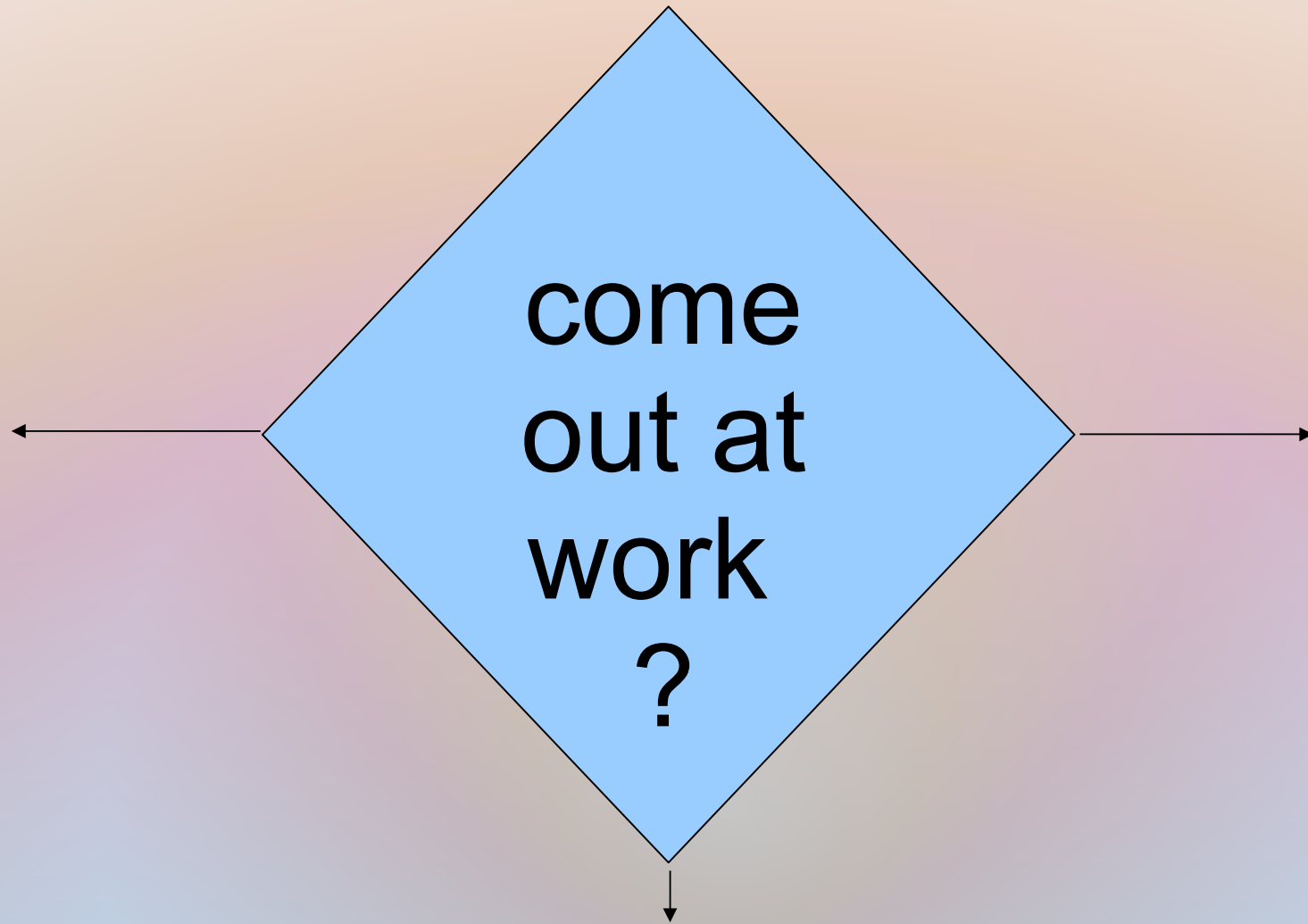
- workplace socializing
 - two-body problem
 - family leave
- emigration / immigration

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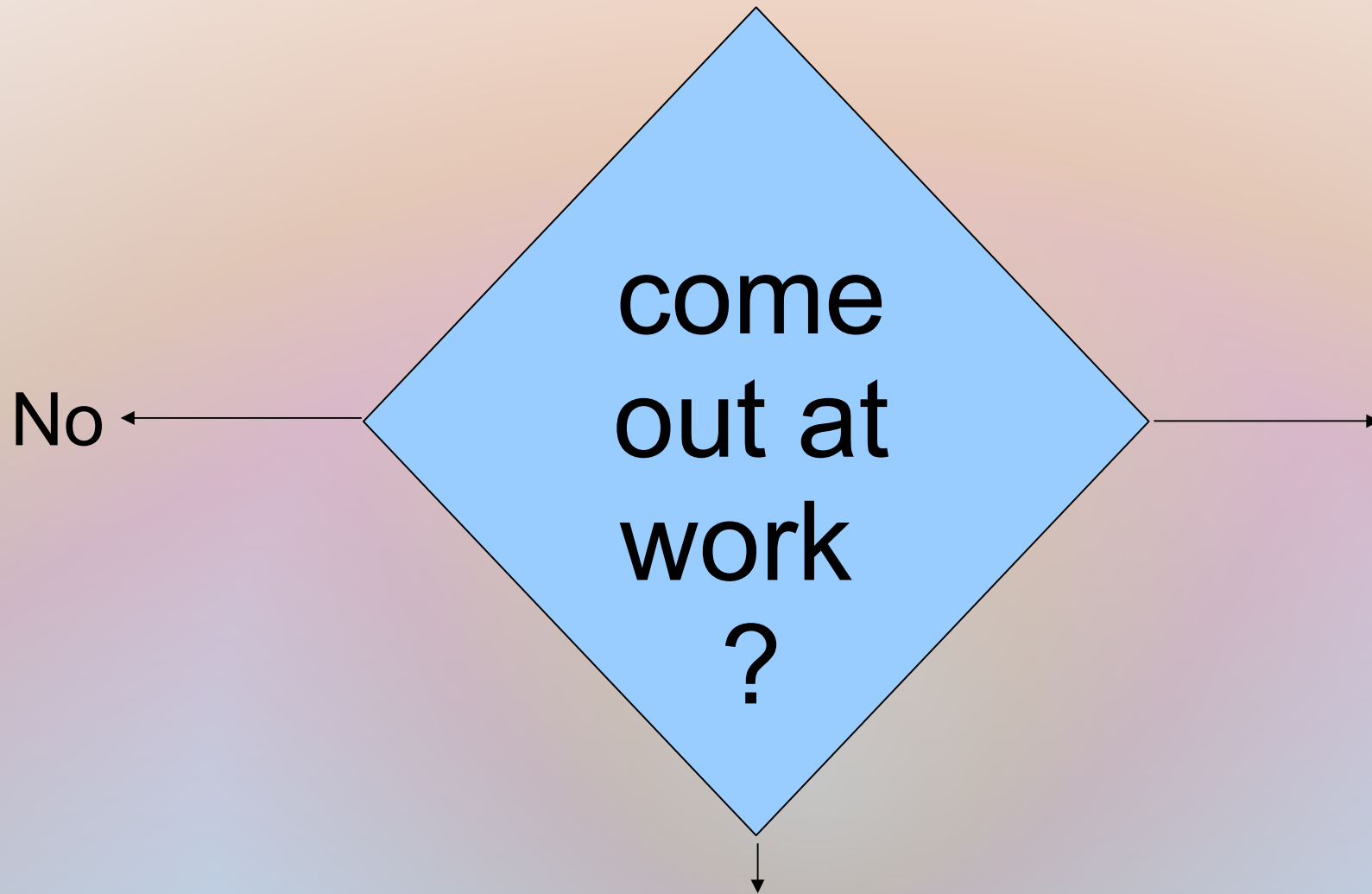
Why is it Anyone Else's Business at Work?

- workplace socializing
 - two-body problem
 - family leave
- emigration / immigration
 - authenticity

Decisions Decisions



Decisions Decisions



Choosing to stay closeted

- Avoid socializing with coworkers
- Appearance to coworkers:
 - outsider, aloof, not a team player

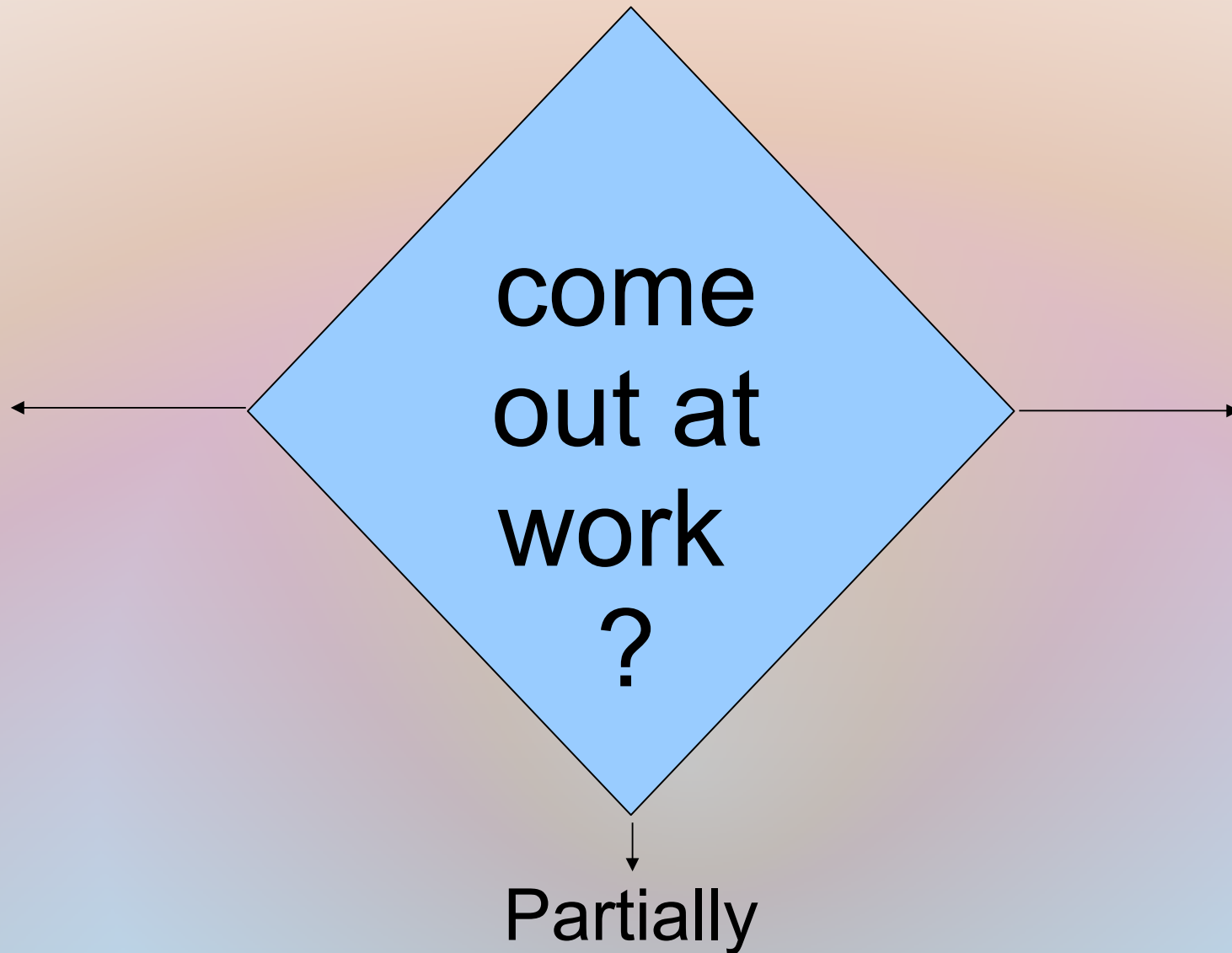
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- Socialize with coworkers
- Cover
- Pass
- Compartmentalize

Decisions Decisions



Come out partially

- to trusted colleagues
- to personnel / benefits manager only
- where it feels safe to do so



Come out partially

- to trusted colleagues
- to personnel / benefits manager only
- where it feels safe to do so
- expend energy worrying
- what will happen if _____ finds out
- will this affect my chance for promotion?
- who have I told what?
- can I trust this co-worker with my secret?

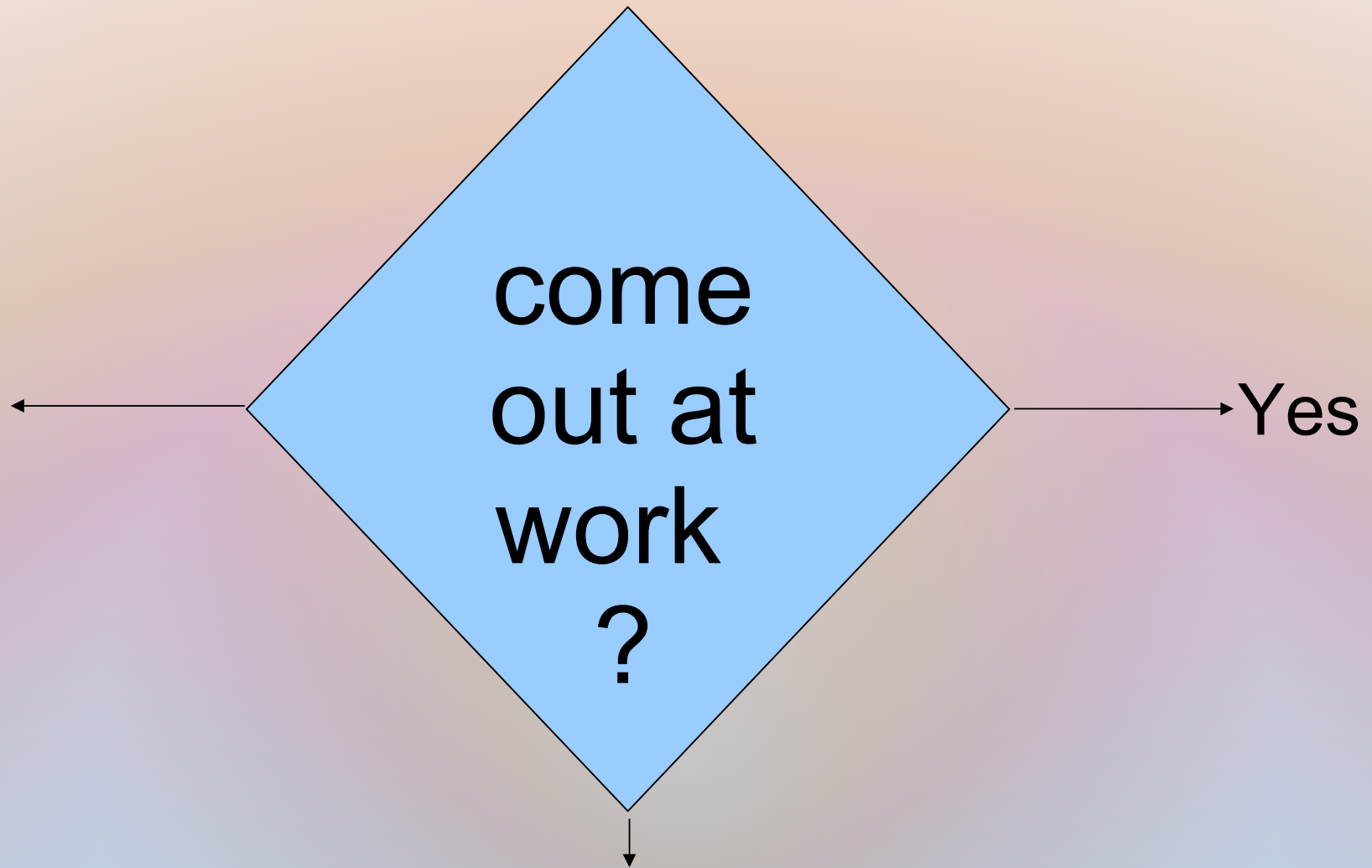
Thermodynamics Correlation

- An inefficient system will not do as much work as an efficient system
- Workplace distractions lead to inefficiency
- A person worrying about who knows what and what will happen if people find out is expending energy otherwise useable toward productivity

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- Converse correlation: a happy worker is a productive worker

Decisions Decisions



The case for coming out

- Focus on work, rather than coping
- Develop workplace social network
- Partake in benefits
- Be part of the team
- Serve as/ find role models
- Be more productive



Coming Out Process Never Ends

- LGBT people are invisible
- Heteronormative culture ==> heterosexual presumption
- Gender binary culture

Degree of Coming Out Depends on

- Comfort level
- How being out affects job stability
- How co-workers react
- How management reacts

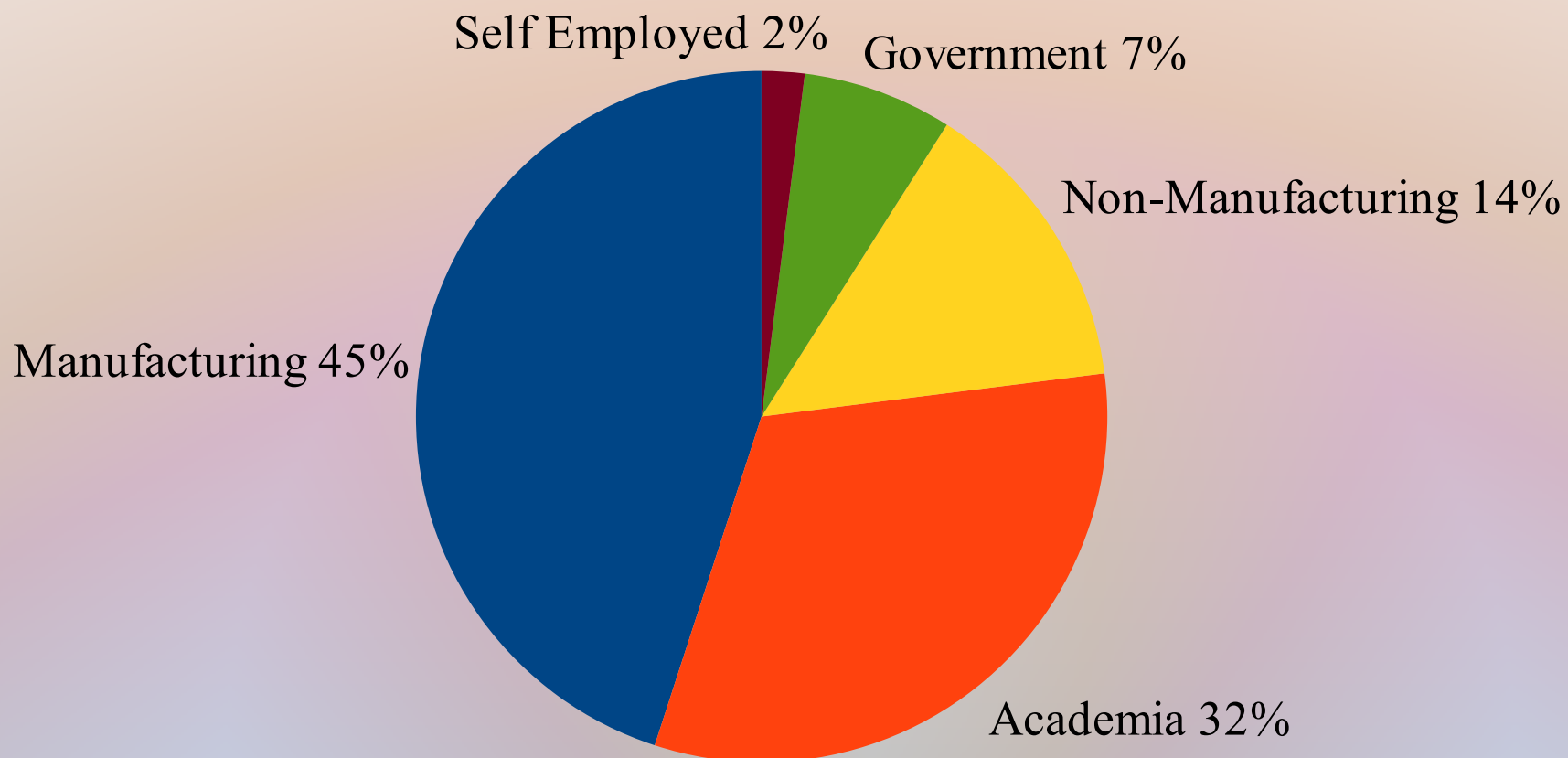
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 - ✓ Inclusion of LGBT in corporate diversity programs
 - ✓ Domestic Partner Benefits
 - ✓ Safe Space
 - ✓ Employee Resource Groups

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 - ✓ A welcoming environment

Where Do ACS Members Work?



source: ChemCensus 2010

Welcoming Environments

- Large Businesses: HRC Corporate Equality Index
- Surveys Fortune 1000 companies publicly traded
- Surveys Fortune 200 privately owned
- Any private sector firm with >500 employees may self-enroll



www.hrc.org

Welcoming Environments?

HRC CEI of ACS Corporation Associates

- Air Products and Chemicals: 100
- AstraZeneca: 80
- Bayer MaterialScience: 85
- Bristol-Myers Squibb Co: 100
- ChevronTexaco Energy Research and Technology Co: 100
- ConocoPhillips Co: 70
- Dow Chemical Co: 100
- DuPont Co: 100
- Eli Lilly & Co: 100
- ExxonMobile Research and Engineering Co: 0
- General Motors R&D Center: 100
- GlaxoSmithKline: 100
- Honeywell: 100
- Merck Research Labs: 100
- Novartis Institutes for Biomedical Research: 100
- Pfizer Inc.: 100
- Philip Morris U.S.A.: 0
- Praxair, Inc.: 65
- Procter & Gamble Co: 100
- R.J. Reynolds Tobacco Co. 88
- Rohm & Haas Co: 100
- SC Johnson and Son, Inc. : 100
- Wyeth Research: 80
- Xerox Corp: 100

Not So Welcoming Environments?

ACS Corporation Associates

- Air Products and Chemicals: 100
- AstraZeneca: 80
- Bayer MaterialScience: 85
- Bristol-Myers Squibb Co: 100
- ChevronTexaco Energy Research and Technology Co: 100
- ConocoPhillips Co: 70
- Dow Chemical Co: 100
- DuPont Co: 100
- Eli Lilly & Co: 100
- ExxonMobile Research and Engineering Co: 0
- General Motors R&D Center: 100
- GlaxoSmithKline: 100
- Honeywell: 100
- Merck Research Labs: 100
- Novartis Institutes for Biomedical Research: 100
- Pfizer Inc.: 100
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ACS Corporation Associates with No Corporate Equality Index Rating

- Advanced Chemical Safety
 - Afton Chemical Corp
 - Arkema, Inc.
 - Hercules, Inc.
 - Idaho National Engineering & Environmental Laboratory
 - Innocentive
 - International Specialty Products
 - Polymer Chemistry Innovations, Inc.
 - Strem Chemicals
- No survey results because not
- Fortune 1000 publicly held
 - Fortune 200 privately held
 - Self-reporting Business of >500 employees

Corporate Equality Index of Some Other Fortune 500 Chemical Firms

PPG Industries:	40
Mosaic:	30
Ashland:	30
Huntsman:	0
Sherwin-Williams:	15
Avery Dennison:	15
Ecolab:	100
Celanese:	15
Eastman Chemical:	15
Lubrizol:	15

What About the Small Businesses?

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- This is where being a most excellent overachiever helps the cause

Who Are Our Role Models within ACS?

- ACS Subdivision for Gay and Transgender Chemists and Allies (38 members)
- ACS Network: LGBT Chemists and Allies (20 non-overlapping members)
- 58 surveyed. 18 responding (including 2 allies).
- All but 2 OUT at work.
- Majority employer: Academic (66.7%)
- All but 5 employers have non-discrimination policies that include LGBT

Coming Out

Personal Choice

Based on comfort level

Based on legal protections
and job security

Many levels

Never Ending

Easier when other LGBT
are willing to do the
same

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allies

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Rewarding, relevant, authentic